EXHIBIT 7

Begin forwarded message:

From: "Figlio, David" <David.Figlio@Rochester.edu>
Subject: Dias-Heinzelman grievance: Next steps
Date: August 15, 2023 at 12:03:01 PM EDT
To: "Dias, Liyanagamage" <rdias@rochester.edu>
Cc: "Heinzelman, Wendi" <wendi.heinzelman@rochester.edu>, "Perucchio, Renato" <rlp@me.rochester.edu>

Dear Ranga,

I am in receipt of the letter of grievance (attached) that you submitted to Wendi Heinzelman on August 8. I am sorry that it took me a few days to reply, but I wanted to ascertain the appropriate next steps in the process.

I have determined that the appropriate next step is for Wendi to write a formal response to your letter of grievance, in which she describes the evidence and rationale for her decisions. I would like for Wendi to send this response directly to both you and me.

Upon receipt of Wendi's response, I will schedule an in-person meeting with you so that I can hear your side of the story directly from you, to inform me in my decision-making process. I look forward to that conversation.

I am copying Renato Perucchio since he was copied on your letter to Wendi.

Best wishes,
David

David Figlio (he/him)
Provost and Gordon Fyfe Professor of Economics and Education
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